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Appeals regulations set covering denial of tenure

New regulations governing appeals, as adopted by the Governing Council, are being brought to the attention of staff members who were denied tenure in the 1973-74 academic year. The new version replaces Section 8 of the University of Toronto Policy Statement (The Staff Rules) on Academic Tenure.

The text of the regulations follow:

A. Composition of review committee for appeals against denial of tenure, and grounds for review:

(1) A review committee shall be established by the University and shall consist of a chairman and four other members. The members shall be appointed by the President after consultation with the University of Toronto Faculty Association. The chairman of the committee shall be appointed by the President.

(2) Members of the review committee shall have a two-year term after one initial one-year term for half of the original appointees. The chairman shall have a three-year term.

(3) A person who has been denied tenure shall have the right to appeal on one or more of the following grounds:

(a) A significant irregularity or unfairness in the procedure followed by the tenure committee or in the selection of its members;

(b) Improper bias or motive on the part of any member of the tenure committee;

(c) Improper bias or motive on the part of any person whose opinion may have materially influenced the decision of the committee;

(d) The decision is one which, in the light of the evidence before the committee and the standards that should have been applied, was unreasonable.

B. Review procedures:

(1) A candidate must give notice of appeal against a denial of tenure within 30 days of the receipt of his/her copy of a statement of reasons and a summary of the evidence considered by the tenure committee; the review committee shall have the power, under circumstances which it considers exceptional, to extend this time limit.

(2) The notice of appeal should be addressed to the chairman of the review committee and should specify the grounds on which the appeal is based.

(3) The candidate and the chairman of the tenure committee concerned shall both be given an opportunity to appear and present evidence and argument to the review committee.

(4) If it is thought necessary, the review committee may request that an investigator be appointed to assist the committee.

(5) The review committee shall have the following two options open to it, and its decision concerning these two options shall be final. It may:

(a) dismiss the appeal; or

(b) if it finds that any of the grounds in A(3) (a) to (d) are substantiated, remit the case to a committee to be set up for

consideration of the question of tenure; the composition but not the membership of the second tenure committee should normally be similar to that of the original tenure committee; in circumstances which it considers exceptional, the review committee shall have the power to direct, in general terms, the composition of the second tenure committee, and it may even direct that members be sought from outside the discipline or from outside this University; the recommendation of the second tenure committee shall not be subject to further review.

These procedures will be applied in the case of appeals arising out of tenure decisions made in the academic year 1973-74 and later. It is understood that the implementation guidelines will contain a special provision to allow adequate time to prepare a possible notice of appeal by persons denied tenure in 1973-74, and that all such persons will receive a copy of these recommendations.

Recommendation 15

Vice-President and Provost Donald F. Foster has invited comment on the text of Recommendation 15 of the appointments policy which has had the approval in principle by the Academic Affairs Committee. This recommendation has to do with the composition and procedures of the tenure committee described above. It reads as follows:

15. The fullest possible documentation should be made available to the tenure committee for each candidate to be considered. The responsibility for compiling, supplying and presenting the documents should be taken by the chairman of the department in the multi-departmental divisions listed in (8)(section 8) of the recommendations already approved by the Governing Council or at Scarborough College, by the head of the respective division, or in other academic divisions by the head of the division. The documentation should include the following:

(1) The Candidate's Curriculum Vitae

The preparation of the curriculum vitae should be the responsibility of the candidate with appropriate assistance and advice from the head of his division or the head of his department. The candidate should not suppress information, but should be encouraged to draw to the attention of the division head or chairman those items which, in the candidate's view, are particularly meritorious as well as those which no longer reflect his scholarly opinions.

The curriculum vitae should be in four parts:

(a) The academic history of the candidate, giving name, date of birth, institution at which each degree was obtained together with the date obtained, title of Ph.D. thesis and supervisor's name, list of all teaching or research appointments held or other relevant experience, quoting dates, titles, names of institutions, awards, prizes, etc., received since the first degree was obtained, the present appointment, and all other activities related to the candidate's work at the University. In addition there should be a list of all research or other grants obtained, together with the name of the granting agency, the date and the amount of award and any research contracts entered into.

(b) A list of the candidate's scholarly work, including work published, completed but not yet published, and in progress. This would include books and review articles written by the person himself and also any work in non-print form.

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Visiting the U K?

The Association of Commonwealth Universities would like to know the names of any faculty members of the University of Toronto who are contemplating visits to the United Kingdom in the year beginning October, 1974.

Staff members who anticipate such visits are asked to send name, title, function, anticipated London address and dates of stay to Vice-Provost Robin Ross immediately.



E B M Pinnington
new Alumni director

E.B.M. (Bert) Pinnington has been appointed director of Alumni Affairs effective Sept. 15.

He succeeds John Duncanson, who, after five years service with the Department of Alumni Affairs, resigned to pursue interests outside of Toronto.

Mr. Pinnington, a native of Gravenhurst, Ont., has a B.A. from U of T, and following a career in the Canadian Armed Forces returned here in 1971 to be assistant director of Alumni Affairs. He has most recently been director of Convocation and Development at Trinity College.

He saw service in Korea and has served in Canada, Europe, Asia and Africa. A graduate of the Canadian Staff College and the NATO Defence College in Rome, his interests have been chiefly in training and logistics. As chief instructor at the Ghana Military Academy he was closely associated with General Arthur Ankrah, who later became Head of State. He later returned to Africa as an observer in Nigeria for the Department of External Affairs.

A hockey player and runner as an undergraduate, Mr. Pinnington now plays tennis, and skates. While living in Halifax he was treasurer of the skating club and a member of the Board of Governors of the Citadel Museum.

Assignment of carrels and book lockers

Applications for carrels and book lockers for the winter session will be received to Sept. 15. Application forms are available at the circulation desk, 4th floor, Robarts Library.

As in the past, assignments will be made on the basis of priorities decided in consultation with the School of Graduate Studies. (1. Full-time doctoral students in final year of residency or beyond; faculty members on leave. 2. Other full-time doctoral students; faculty members requiring library space for special research. 3. Full-time master's students. 4. Part-time master's students.) Within these priorities the graduate departments will be asked to rank each applicant.

It is expected that assignment of the carrels and book lockers will be made in early October. Full-time doctoral students and faculty members are asked to come to the carrel office during the weeks of Oct. 7-11, Oct. 14-18 for assignment; all other applicants during the weeks of Oct. 21-25, Oct. 28-Nov. 1.

A E Litherland named Fellow of Royal Society

A physicist at the University of Toronto, recently awarded the prestigious Rutherford Medal by the British Institute of Physics for his contributions to the study of the nucleus of the atom, has now been honoured with a Fellowship to the Royal Society of London. Prof. Ted Litherland's membership became official when he put his signature in a book that has a history going back to the 17th century and contains the names of other famous members of the Society, including that of Charles II and Isaac Newton.

There are only 710 members in the world, including 33 Canadians. Eight of them are associated with U of T. (Besides Prof. Litherland they include: J. Tuoz Wilson and Harry Welsh, physics; Harold S.M. Coxeter and H.A. Heilbronn, mathematics; John Polanyi, chemistry; Dr. Charles Best, Banting and Best Medical Research; and S.C. Hanes, biochemistry.)

Prof. Litherland, born in England in 1928, did his undergraduate work at Liverpool University and was awarded a Rutherford Memorial Scholarship for study at the Chalk River laboratories in the early 1950s. He became a professor of physics at U of T in 1966.

As a researcher, Prof. Litherland says discovering something new is the most exciting part of his life as a scientist. He is noted for his contributions to nuclear spectroscopy, a relatively new field which probes the nature and structure of nuclei by analyzing the gamma-rays and other particles they emit. Nuclei are particularly difficult to study because of their minute size. Yet, by studying their emissions, scientists can gain important information about whether nuclei are spinning and so, at what rate.

It was while conducting measurements on the spinning rate of light nuclei, such as aluminum 25, that Prof. Litherland and his colleagues at Chalk River made an important discovery. They found certain regularities in their measurements indicating that light nuclei were not necessarily spherical as previously assumed, but some are more like a football. The impact of the discovery led to a better understanding of the properties and structure of light nuclei.

Ironically, they were not looking for such results. However, the measurements looked interesting and Prof. Litherland's hunch to keep at it paid off.

"Important discoveries are especially difficult to make," says Prof. Litherland, "because original research at the frontiers of knowledge is usually hampered by imperfect apparatus. So often lucky choice of the right experiment for the imperfect apparatus can yield significant results."

Does this mean a scientist has to be lucky? "Luck plays a significant role in research work but you have got to have good intuition and a good grasp of theoretical knowledge. Otherwise you simply won't know when you've made a lucky discovery."

Prof. Litherland believes that the present studies at Toronto on the breakup, or fission, of light nuclei might prove useful in producing a greater understanding of fission of heavy nuclei such as uranium. Light nuclei can be induced to fission by firing at them high energy electrons from Linacs, the University's electron accelerator. But, says Prof. Litherland, one is never quite sure where such research findings will have their impact.

PhD Orals procedures discussed by SGS Council

Summary of Minutes of Council,
School of Graduate Studies, June 18:

Report of the Dean

(i) Applications for admission at June 15, 1974

	1974	1973
Division I	2,125	1,980
Division II	3,714	3,140
Division III	1,675	1,426
Division IV	1,105	920
Educational Theory	146	219
	8,765	7,685

The report which was circulated to Council members and chairmen and directors of graduate departments, centres and institutes showed the departmental breakdown.

(ii) Phil.M. Committee

Prof. A.P. Thornton has agreed to chair the committee; the actual membership has not yet been determined. A graduate student will serve as a research assistant to the chairman and some of the surveys will be done in the next few weeks. The committee will begin its meetings in the fall.

Report of the Associate Deans

Council approved recommendations that permission be granted to admit six students to the School of Graduate Studies, three in History, one in Italian Studies, one in Political Economy, and one in Architecture. The students either did not possess a degree or held degrees from non-accredited institutions.

Report of the Fellowship Committee

(i) Council approved the recommendation that the G.N. Patterson Fellowship and the Norman F. Moody Award be established in the School of Graduate Studies. An increase in the value of the E.F. Burton Fellowships from \$2,500 to \$3,000 was also approved.

(ii) Ontario Graduate Scholarships tenable in 1974-75
Assistant Dean Sherk, chairman of the Fellowship committee, reported that in the OGS competition this year, only 780-800 of the 1,000 available scholarships had been awarded, of which 237 will be held at Toronto; another 22 are in question. This compares with a total of 455 held at Toronto in 1973-74. It was his understanding that the remaining 200 are not to be awarded since it is claimed that all the applications had been carefully considered and ranked, and the reversions and the reversion list has been exhausted. A great deal of concern was expressed by Council members, both with respect to the low number of awards this year and the possible implications for next year.

Criteria for Membership in Graduate Faculty

Council approved a set of criteria for membership in the Graduate Faculty which would apply across the School.

Report of the Committee to Propose Guidelines for New Professional Degrees

(i) On behalf of the executive committee of Division II, Associate Dean Zakra withdrew his motion, notice of which was given at the last meeting.

(ii) It was agreed that the new criteria for membership in the graduate faculty should replace those outlined in the report.

(iii) It was agreed to change the section of the report dealing with the review committee to the following: "Any proposal for a new degree may be examined by a special committee. The committee to review the proposal must be determined by the executive committee of the Division most directly concerned and will report its findings and recommendations to that executive committee."

Report of the Decanal Committee on the Procedures for Ph.D. Oral Examinations

The report was presented for information to Council. It was agreed that the proposals will be considered at a special meeting to be held at 2 p.m., June 25.

Copies of the report have been sent to chairmen and directors of graduate departments, centres, and institutes.

Summary of the minutes of Council of School of Graduate Studies held on June 25, 1974:

This meeting was called for the express purpose of discussing the Report on Procedures for Final Ph.D. Oral Examinations.

The chairman suggested that all items in the report be considered. Where it appeared there were strong differences of opinion, the matter would not be put to a vote but would be deferred until the fall. It was noted that any proposed changes which resulted in calendar amendments would require the approval of the Governing Council and would take effect only after such approval was given.

Prof. J.G. Scott, chairman of the committee, presented the report. Of the eight recommendations, four were approved as follows:

Recommendation 1:

"That Section 9 on page 22 of the *SGS Calendar 1973-74* be amended to read as follows: The candidate shall defend the thesis at a final oral examination. This examination is scheduled by the associate dean normally at the request of the department in which the student is registered."

Recommendation 5:

"That Section 18 on page 24 of the *SGS Calendar 1973-74* be amended to read as follows: A quorum for the final examination is five voting members, including at least one extra-departmental member, plus the examination chairman who has no vote. Voting shall be by signed ballot, and the names of the examiners and their respective votes shall be read to the examination committee by the chairman. If a quorum is not present, the chairman may delay the examination to obtain a quorum or may postpone the examination to another date."

Recommendation 6:

"That the third paragraph under Section 19 on page 24 of the *SGS Calendar 1973-74* be amended to read as follows: In the event of adjournment, the examination committee must provide the candidate, as soon as possible, with a written statement that indicates (in a general way) the reasons for the adjournment and the committee's requirements for the reconvened oral examination. In addition, the examination committee must decide the approximate date of the reconvening of the examination. . ." (The phrase in brackets above was deleted from the original recommendation.)

Recommendation 7:

"That section 20 on page 24 of the *SGS Calendar 1973-74* be amended to read as follows: If minor corrections in style are a condition of acceptance of the thesis, the chairman of the graduate department concerned or his representative on the examination committee must certify in writing that the corrections have been made before the candidate is recommended for the degree."

If minor modifications are a condition of acceptance of the thesis, the chairman of the examination committee will be responsible for the preparation of a statement detailing the modifications required and will appoint a sub-committee of the examination committee (to be approved by the examination committee) to supervise the proposed modifications, which must be completed within three months of the date of the oral examination. The members of the sub-committee will report on the acceptability of the completed modifications to the chairman of the examination committee. If all members of the sub-committee approve the completed modifications, the candidate will be passed without the necessity of reconvening the examination committee. The chairman of the examination committee must certify in writing that the modifications have been made before the candidate is recommended for the degree.

If one or more members of the sub-committee do not approve the completed modifications, the final oral examination must be reconvened within a year of the date of the original examination.

If major changes are required, the examination must be adjourned and the committee reconvened after the changes have been made.

If minor modifications are required, or if the examination is adjourned, a copy of the original thesis shall be retained in the *Ph.D. Oral Examination Office* of the School of Graduate Studies until the candidate is recommended for the degree."

This recommendation was approved in principle, the mechanics to be looked at again.

Those deferred were:

Recommendations 2 & 8:

Due to the apparent conflict between recommendations 2 & 8, these recommendations were deferred.

Recommendation 3:

This recommendation was deferred since it appeared to be in conflict with section 10 of the calendar.

Recommendation 4:

A change in wording to the effect that "the department must ensure that a copy of the thesis be made available to all other voting members of the Examination Committee at least four weeks in advance of the examination date" was suggested.

This revised wording was accepted in principle but the recommendation is to be considered again along with recommendation 3 and calendar regulation 10 in order to ensure consistency.

It was agreed that the deferred recommendations would be discussed with the associate deans and any members of the Ph.D. oral committee who are on campus this summer and their recommendations will be brought to Council in the fall.

The memorandum concerning principles and practice of the Ph.D. oral examinations in the School will be modified in the light of these and other changes and will be circulated to the departments, centres and institutes.

Research Administration

A computer link has been established between the Office of Research Administration and the University News Bureau that will permit the Bulletin to carry up-to-date news from that Office.

The purpose is to let everyone know what research funds are available and the best ways to apply for them.

Watch for this regular feature!

Canada Council New Programs

Program grants foster research through competent groups of researchers working over a period of years in promising areas in the humanities and social sciences. General research grants are lump payments to the university in lieu of all grants, both travel and research, less than \$1,500. The humanities and social sciences committee of the Research Board has made proposals for the use of a fund of \$30,000 for research grants. No provision has yet been made for travel.

Change in humanities and social sciences committee grants

Research grants will be semi-automatic in amounts less than \$400. A first-come-first-served procedure will be applied with applications accepted in any quarter one month before each of the quarterly allotments of the research funds.

Special research fund held by DSS

MOSST announced that the Department of Supply and Services held a special research fund to finance uninvited research proposals which were of interest to some government department. For new research proposals, especially in the applied science area, try calling DSS - of course, Office of Research Administration would like to be kept informed.

New review procedure for large applications

The Planning and Resources Committee of the Governing Council has resolved that the executive of the Research Board review certain applications: Pure and applied health sciences in excess of \$100,000.

Social sciences greater than \$50,000. Humanities in excess of \$10,000, in any year.

BULLETIN DEADLINE

The University of Toronto Bulletin is published on an *ad hoc* basis, generally once a week on Fridays. Copy should be typewritten and double-spaced. The deadline for most material is seven days before publication.

Executive to consider implementation in early September.

RB committee reports pending

The contract committee and the copyright committee of the Research Board are expected to table reports in the autumn. Keep in touch with your local Research Board member for developments.

NOTE: National Research Council and Medical Research Council applications should reach ORA before Oct. 4.

Connaught Fund use under discussion

The latest proposals from Dr. G.E. Connell, Vice-President, Research and Planning, have been circulated for discussion. Call Dr. Connell's staff for information. The fund is to be administered by ORA.

Day Care Centre for children 2-5 years

The Margaret Fletcher Day Care Centre will be opening this fall at 100 Devonshire Place for the benefit of the University community, both staff and students. Places are available for 45 children between the ages of two and five. The Centre will have a fully qualified staff and will be able to provide municipal fee subsidies for those parents who qualify for financial assistance.

The Day Care Centre is managed by a Board of Directors, composed of four parents and three University appointees, and by the Centre's supervisor. Parent participation is encouraged although parents will not be required to fulfil staff responsibilities at the Centre.

Information and applications can be obtained by writing to The Margaret Fletcher Day Care Centre, Room 232, Simcoe Hall, The University of Toronto, Toronto M5S 1A1.

Exhibitions

"Fifteen Years of Woodcuts" by Naoko Matsubara, Hart House Art Gallery, Sept. 11-27, 11-5 daily; 25 Sunday; "Baxters Prints: a selection from the Starr Collection", E.J. Pratt Library, Victoria University, To Oct. 31.

"The Exhibition of Archaeological Finds of the People's Republic of China", Royal Ontario Museum, To Nov. 16, Monday to Saturday: 10-10; Sunday 12 noon to 10; also "Faces of Old China" and "Visions of Cathay".

"Starfolk" - Theatre of the Stars Show, Tuesday to Friday: 3, 8 p.m.; Saturday: 2, 3, 30, 7, 9, 30 p.m.; Sunday: 2, 3, 30, 5, 7, 30 p.m.

"Artist and Universe" - surrealistic scientific art by Jon Lombberg, Third floor, McLaughlin Planetarium.

Nursing research activities discussed at national conference

"Decision-Making" was the theme of the third national conference on research in nursing, held in Toronto under the sponsorship of the U of T Faculty of Nursing, McMaster University, and the Faculty of Nursing, University of Western Ontario. This conference was planned to enable Canadian nurse-researchers to share ideas about on-going research activities and to analyze determinants which influence the making of decisions in research in nursing.

Dr. John D. Hamilton, Vice President, welcomed 57 nurse-researchers from universities, service institutions and agencies, and governments, from across Canada, on behalf of the University of Toronto. In both English and French, Dr. Hamilton expressed enthusiasm for the potential of this Conference in pursuing needed changes in health care.

Miss Marjorie Simpson, former principal nursing officer, research in the department of Health and Social Security, Ministry of Health, London, England, in the keynote address, "Quest for Excellence," challenged Canadian nurse-researchers to plan for and implement strategies for research development in nursing.

Three new research proposals, developed by Dr. Moyra Allen, McGill University; Prof. Lesley Degner, University of Manitoba; Dr. Ruth MacKay, McMaster, and Miss Ruth McNeely, Hamilton General Hospital, served as the basis for discussion of the appraisal process. Nine

current Canadian studies were the foci for discussion of decisions in various aspects of the research process.

Dr. Helen M. Carpenter, U of T Faculty of Nursing, gave a lecture on "The Power of an Idea", based on her observations of and discussions last year with nurse-researchers in Britain and the Scandinavian countries. Prof. Horace Krever, Faculty of Law, University of Western Ontario, Dr. Hadding le Riche, School of Hygiene, U of T, and Dr. John Goodwin, president of Medi-Edit, were resource participants.

One of the outcomes of the Conference was the formation of a task force to consider the development of a Canadian Council of Nurse Researchers to ensure continuity in sharing among those involved in research in nursing.

The planning committee, with Dr. Margaret C. Cahoon in the chair, included Dr. Carpenter, Dr. Amy E. Griffin and Prof. Sheila Creegan, Western Ontario, and Dr. Ruth MacKay and Prof. May Yoshida, McMaster. Mrs. Marion Barter, former professor of nursing at U of T, returned to serve as program coordinator.

Funding for the Conference was provided through a National Health grant to the Faculty of Nursing, University of Toronto.

An invitation was extended by Dr. Shirley Stinson, University of Alberta, on behalf of the western universities, to be host to the next conference, probably in 1975.

Faculty of Pharmacy acted as hosts at Association's annual meetings

The Faculty of Pharmacy played host to the annual meetings of the Association of Faculties of Pharmacy of Canada (AFPC) in Ottawa, May 18-22, in conjunction with meetings of the Canadian Pharmaceutical Association and related organizations. DR. ERNST W. STIEB completed his term as chairman (president) for 1973-74 and continues as immediate past chairman; DR. HAROLD J. SEGAL completed his second term as recording secretary; DR. J. GRAHAM NAIRN continues as AFPC representative to the Canadian Pharmaceutical Association Council of Delegates; DR. R.M. BAXTER served as AFPC representative to the Invitational Seminar of the Canadian Hospital Pharmacy Residency Board; and DR. F.W. TEARF continued as AFPC Council member.

Dr. Tearf also acted as general program chairman for the AFPC Teachers' and Research Conferences held at the same time. Other members of the Toronto faculty who served on the committee, aside from Dr. Stieb and Dr. Nairn, were: Dr. Segal, who chaired the Teachers' Conference on "Administrative and Social Sciences in Pharmacy"; DR. MICHAEL B. MAYERSOHN, and DR. J. BARRY ROBINSON who jointly chaired the sessions on Research Communications, with 55 individual papers presented; DEAN W.E. ALEXANDER, who participated in various ways and who was host to a group of delegates from across Canada and the United States; and DEAN EMERITUS DR. NORMAN HUGHES, who was keynote speaker at the AFPC dinner. Under sponsorship of Health and Welfare Canada and the Canadian Foundation for the Advancement of Pharmacy, as well as of AFPC, a research symposium on the subject of "Therapeutic Implications of Drug Quality" was chaired by Dr. Denys Cook of the Health Protection Branch, Ottawa, who also directed a special AFPC tour of HIP facilities.

In addition to chairing the sessions of the AFPC Council, May 19, and of the annual meeting, May 22, Dr. Stieb brought greetings to the Invitational Seminar on the Proposed Accreditation Program in Pharmacy, a Presidential Task force on the status of women, and is doing a survey of all women students, staff and faculty. She is also chairman of the board of undergraduate studies.

During the past academic year she served as OCUFA representative on the board of the Canadian Association of University Teachers. She is currently on the CAUT Committee on the status of women.

Canadian Conference on Continuing Education in Pharmacy, May 20, which latter body he also serves as a member of its Committee on a Continuing Education Unit. Dr. Stieb has also been named to chair a special AFPC committee on long-range planning during the next year.

The AFPC named three new honorary life members: ISABEL STAUFFER, pioneer of hospital pharmacy instruction in Canada, a prime mover behind the Canadian Hospital Pharmacy Residency Board, and countless other achievements; HORACE J. FULLER, a pioneer of pharmacy administration instruction in Canada, and well known for his early concepts of a fee-for-service prescription pricing, the annual survey on community pharmaceuticals of the Canadian Pharmaceutical Association, etc.; and L.G. (AL) Elliott, founder (jointly with CPA) of the program of Centennial Scholars in Canadian Schools of Pharmacy, a former head of the Elliott-Mariot drug manufacturing company in Montreal, and now associated with a recently established research institute in the Montreal General Hospital. Both Professor-Emeritus Fuller and Mrs. Stauffer served on the Faculty of Pharmacy at the University of Toronto from 1951 until their retirement in 1969 and both had previously been named honorary life members of the Canadian Pharmaceutical Association.

Dr Norma V Bowen president of OCUFA

Dr. Norma V. Bowen, Associate Professor of Psychology at the University of Guelph was elected chairman of the Ontario Confederation of University Faculty Associations (OCUFA) for 1974-75.

Prof. Bowen has served in several executive positions with the University of Guelph Faculty Association including that of chairman in 1972-73. Currently, she is chair of the President's Task force on the status of women and is doing a survey of all women students, staff and faculty. She is also chairman of the board of undergraduate studies.

Serving as the past academic year she served as OCUFA representative on the board of the Canadian Association of University Teachers. She is currently on the CAUT Committee on the status of women.



David Dunlap Observatory faces problems of light pollution

The proposed construction of a 60,000 seat domed football stadium as part of a housing and recreation development scheme is worrying astronomers at the U of T's Dunlap Observatory. If approved, the stadium would have a 100 acre parking lot which, along with other developments that would be attracted to the area, would flood the suburban sky with light.

Dr. Tom Bolton of the department of astronomy says building the stadium on a hill three miles south of the observatory would reduce the scientific potential of the Dunlap 74-inch reflecting telescope, largest in Canada.

The Richmond Hill town council has given the developers approval in principle to approach the City of Toronto, owner of the 640-acre site, to negotiate its purchase. But City Hall has final say on the release of the land and since it is planning to revamp the CNF stadium and expand its seating capacity, another major stadium would be in competition with these plans.

Dr. Bolton acknowledges that the area is ideal for a housing development and says that while designating it as parkland would be best from the astronomers' point of view, a well-planned housing project might not hurt the observatory's capabilities that much. "But, that would depend on what type of housing is to be built," explains Dr. Bolton. "Apartment developments are the worst for giving off

light, while single family homes surrounded by trees produce the least sky illumination."

During the last several years, U of T astronomers have faced problems from various types of outdoor lights, street lighting in particular. A world-famous program being carried on by Dr. Helen Hogg had to be shifted, in 1970, to the observatory's other telescope on a mountain top in Chile.

Dr. Bolton is encouraged by the good response from politicians, civil servants, developers and residents in Richmond Hill. Many of the street lights in the area are shielded, and the lights already made shielded to prevent needless illumination of the night sky. Efforts have also been made to get special globes on street lights to filter out most of the blue light that is especially damaging to astronomical work.

The U of T has received remarkably good co-operation from the developers in the area. The latest example is a large development for which the University has worked with both town and development officials to hold "light pollution" to a minimum.

"There's a lot of worthwhile research work for our telescope to do and we are eager to keep at it," says Dr. Donald A. MacRae, the observatory's director. "Let's try to keep the starry sky as close as possible to its natural dark state."

Possibility that WCB will increase U of T group rate of assessment

"It's a distinct possibility that the Workmen's Compensation Board will increase the group rate of assessment for the University of Toronto if the number of injuries and their related costs are not good," says James H. Murphy, Chief Safety Officer.

In four out of the last five years the University has been in a deficit cost position with the Board. "We're not doing as well as we should and my straits occur all year but generally the department is in the best position to prevent this sort of thing by reminding its members of safety," he added.

Universities and colleges in Ontario are assessed 15 cents per hundred dollars of payroll and the University of Toronto assessment in 1973 was \$175,706.91. Although it was expected that costs would be maintained below the assessment, last year the University's total charges were \$233,665.62 and a subsidy of \$75,658.71 from the Board was required.

These costs or charges are paid by the Board to U of T staff members in lieu of wages lost through absence from work because of injuries, for all professional medical attention received in the treatment of the work injury, and from permanent or partial disability and widows' pensions.

The average time lost from work amounted to 10 weeks while the average wage claim was approximately \$600. However, this average does not give a very good indication of absences caused by injuries because, Mr. Murphy explains "a large number of people stay away for only two or three days while only a very few are off work more than two years."

"Frankly, I think people stay off a bit longer than is necessary," Mr. Murphy

commented, "although many are just following the orders of their doctor."

The types of injuries experienced at the University are directly related to the department and to the time of year. More people are injured in scientific research laboratories than in any of the departments of humanities. Various sprains and strains occur all year but generally the department is in the best position to prevent this sort of thing by reminding its members of safety.

Mr. Murphy noted that the principals of Erindale and Scarborough are really behind the safety drive and hence these two colleges "have done very well this year."

Workshop to be given for student conductors

The Conductors' Workshop, sponsored jointly by the Ontario Arts Council and the Faculty of Music since 1968, will meet again this year. Instructors for the workshop will be Maestro Ernesto Barbin, musical adviser of the Canadian Opera Company; Victor Feldbrill; Dr. Boyd Neel, and other distinguished conductors to be announced.

There will be no fees for the eight-month course for student conductors that involves practical work with a repertoire orchestra on Saturday mornings and study sessions during the week. The Toronto Symphony will again collaborate by permitting those in the course to attend all its rehearsals.

New procedures are adopted for appealing denial of tenure

(Continued from page 1)

media. The "published category should" be subdivided to separate its works published in refereed journals from those in non-refereed publications. The "published or items yet published" category should list the items that properly fall into this category together with a note by the candidate as to the current situation with respect to each item. Similarly under "work in progress" the candidate should list the items and give a brief account of the stage of progress reached at the time the list is prepared. The candidate should also list professional achievements which would be equivalent to scholarly work.

(c) A list of all courses, graduate and undergraduate, taught by the candidate. If the candidate has had major responsibility for the design of a course, this should be stated; a course outline and reading list and set of essay topics should be supplied, where these give evidence as to the candidate's ability in designing the course and wherever such information is available. A list of graduate students supervised, together with their thesis topics and the dates indicating the period of supervision for each candidate should also be included.

(d) A list of committees and organizations with the University on which the candidate has served. The candidate may also include a similar list of committees and organizations outside the University, together with the period of service and the candidate's function on them, where those committees or organizations closely relate to the candidate's academic discipline or scholarly activities.

(ii) Assessment of the Candidate's Scholarly Accomplishments

The work that the candidate has completed, or has nearly completed, should be given, or in the case of non-written work made known in appropriate form, to the division head or chairman who should arrange for its assessment by specialists in the candidate's field. Divisions and departments should establish internal reading and evaluation committees that would assess the material presented and prepare a written evaluation

of it. Evaluations from outside the University of the candidate's research contributions should also be obtained for the tenure committee. The candidate should nominate two (or more) outside referees and the department chairman should solicit letters from them and also take into consideration if necessary, three or more referees chosen by himself. All referees' letters should be submitted to the tenure committee with, if appropriate, the chairman's comments on the status and competence of the referee.

There should be no formal recommendation in favour of tenure or opposed to tenure from the department or from any group within the department. A group or committee within the department may gather and provide information concerning the candidate's qualifications and may assess it by reference to any of the published criteria for the granting of tenure. In addition, members of the department, including students, should be invited to submit written opinions of the candidate's qualifications.

(iii) Assessments of the Candidate's Teaching Ability

Written assessments of the candidate's teaching ability should be prepared, in accordance with guidelines developed by the relevant department or division, and presented to the tenure committee. These guidelines, when initially developed, and later major revisions, should be reported to the Academic Affairs Committee for review. When a member of the teaching staff is or has been cross-appointed, assessments should be sought from all of the divisions in which he has taught, and should be taken fully into account by the tenure committee. Student opinion should be obtained about the candidate's teaching ability. Such information should be gathered from all types of students: those with a specialized interest in the discipline and those with only a general, service or complementary interest; those in specialized courses and those in more general courses; those in advanced years and those in first year; those registered in the division and those registered in another division.

Appointed & Promoted

Arts & Science

Appointments include three assistant professors:

Ronald H. Kluger (Chemistry) is a graduate of Columbia and Harvard Universities, and did postdoctoral work at Brandeis University. He has taught at Pennsylvania State, Northwestern, Ibadan University, at U of T and last year at McMaster.

Marcel Danesi, Italian Studies, was born in Italy, and has B.A., M.A. and Ph.D. degrees from U of T.

The following promotions have been made:

To the rank of professor: T.C. Hutchinson (Botany); J.B. Jones and J.P. Valleau (Chemistry); J.T. Lemon (Geography); K.A.A. Ellis (Hispanic Studies); F.D. Manchester and D.J. Rowe (Physics); A.J. Aboudach and B. Kovrig (Political Economy); T. Talan (Zoology).

To the rank of associate professor: F.J. Melby; Efrimov (Anthropology); J.W. Bunting (Bacteriology); David Rist (Fine Art); H.F. Andrews, Efrimov and M.T. Bunce; Scarborough (Geography); E.G. Neglia, Efrimov (Hispanic Studies); M.J. Bliss, M. Finlayson and G.H. Patterson (History); S. Halperin, Scarborough, S.J. Pierce, Woodsworth, F.D. Tall, Efrimov and J.B. Wilker, Scarborough (Mathematics); F.A. Cunningham (Philosophy); T.E. Drake (Physics); R.B. Day, M.J. Hare, Efrimov, and D.V. Schwartz (Political Economy); L. De Toledo, L. Krames, Efrimov, P.L. Pirine, Efrimov (Psychology); R.C. Plowright, J.F. Rising, J.H. Youson, Scarborough, S. Yuyama, G.R. Morris, Efrimov (Zoology);

To the rank of assistant professor: A.C. Vikiis, (Chemistry); G.W. Pearce, M.M. Kimberley and P.Y.F. Robin (Geology); K.A. Lantz, Efrimov (Slavic Languages and Literature); S. Katsura (Sanskrit and Indian).

Criminology

The appointment of Prof. Gordon Watson, Trinity College, as acting director of the Centre of Criminology from Sept. 1 to Dec. 31 has been announced by Dean A.E. Safranek, School of Graduate Studies.

Prof. Watson has been a member of the Centre's Executive Council for many years and was formerly an associate dean of the Faculty of Arts and Science. The acting directorship will extend over the period when the director of the Centre, Prof. John Li, J. Edwards, will be absent from the University as a Visiting Professorial Fellow in the University of Wales. Whilst there, Prof. Edwards will be dividing his time between the law schools in the University College of Wales, Aberystwyth (where he obtained his initial LL.B. degree) and in University College, Cardiff. Both are constituent colleges of the federal University of Wales. Prof. Edwards expects also to give some lectures in the other constituent colleges at Bangor, Swansea and Lampeter.

Workshop offered on Chinese exhibition

BACKGROUND TO THE CHINESE EXHIBITION is the title of a one-day workshop being offered by the School of Continuing Studies on Saturday, Sept. 21.

The workshop is intended to provide background both for the exhibition itself (currently on display at the Royal Ontario Museum), and more general areas of interest concerning modern China.

The program will include excellent films on which were produced by the Chinese) and lectures by experts in the field of Chinese studies. The workshop will be of particular value to teachers, who will be enabled to view the exhibition with greater appreciation and understanding, and with this background, will make a visit more meaningful for their students.

A brochure providing complete information is available upon request by telephone 928-2400.

Audition dates set for Hart House Chorus

Auditions for new and returning members of the Hart House Chorus will be held on Wednesday and Thursday, Sept. 11 and 12, and Monday and Tuesday, Sept. 16 and 17, in the East Common Room of Hart House at 7 p.m.

Accommodation

For sale, cottage, chalet style, with garden, Blackheath, London, Eng. Two bedrooms, living and dining room, large kitchen with dinette, stove and refrigerator, garage, \$33,000. Phone Dr. F. Lakhdawala, evenings only, 967-6986.

For rent unfurnished two bedroom house in West Guildwood Village in Scarborough; available from September 1974, to May, 1975. \$350 per month. Call 261-2774.

For rent in September or later, four bedroom cottage in Haliburton, completely furnished, on 100 acres, own private spring-fed lake, boat and dock; half mile from village; 150 miles northeast of Toronto. Rent \$125. Phone 488-3686 evenings or weekends.

Furnished house or apartment wanted from August to the end of November, 1974. Telephone 484-6442.

Textbook Store phones

The telephones at the Textbook Store will not be in use from Sept. 11 to 30.

In an emergency, get in touch with the assistant manager at 928-5085, or the manager at 928-2227.

Canadian Library Association discusses accreditation of schools

Should Canadian library schools be accredited by a Canadian agency rather than by the American Library Association?

The seven library schools currently operating in Canada, all accredited by the ALA, are seeking re-accreditation under the ALA's new standards released in 1972. Some specialists in the field believe that the time is ripe for accrediting them under Canadian auspices. The matter was discussed at the spring conference of the Canadian Library Association and the latest volume of the Canadian Library Journal was almost completely devoted to an examination of this issue.

"The question is whether it is not a problem or it's a problem which hasn't met its day," said Prof. L.G. Denis, of U of T, guest editor of the recent issue of the Canadian Library Journal.

"The CLA is not likely to make accreditation one of its major concerns until Canadian librarians give a clear indication that they want Canadian programs of study in library science accredited by Canadians," he continued. So far this isn't the case. At the CLA conference in the spring only 40 or 50 of the 1,000 registered showed up to discuss Canadian accreditation and "the sense of the meeting", according to Prof. Denis, "was why bother?" The recent volume of the Canadian Library Journal which was intended to air the issue on a wider scale did not spark more than a few comments.

Accreditation has been justified in the past on the grounds that it is one of the mainstays of education, standards. However, Dean Frances Habeney of the Faculty of Library Sciences indicated that there are other ways. "The University context is certainly one and constant interaction with the field is another," she said.

Ph.D. Orals

Wednesday, September 11

W.H. Knox, Department of Pharmacology, "Studies on Aldosterone and its Relation to Na₊K₊ATPase". Thesis supervisor: Prof. A.K. Sen. Room 201, 65 St. George Street, 1:30 p.m.

Thursday, September 12

K.Y. Lam, Department of Medical Biophysics, "Picosecond Pulse Radiolysis Studies in Aqueous and Alcoholic Solutions". Thesis supervisor: Prof. J. Hunt. Room 108, 16 Hart House Circle, 10 a.m.

Monday, September 16, 1974

A. Furtado, Department of Computer Science, "Data Schemata Based On Directed Graphs". Thesis supervisor: Prof. C.C. Gotlieb. Room 108, 16 Hart House Circle, 10 a.m.

The International Student Centre is seeking volunteers to serve as teachers in its English language program for foreign students at the University. This program intended to assist foreign students to improve their skills in English conversation, particularly colloquial English. As well there is considerable emphasis on assisting students to become accustomed to life in Canada.

The program involves a teaching commitment of one evening a week together with attendance at monthly meetings of teachers and training sessions. In addition, there are classes for the wives of foreign students, usually in the afternoon. Ideally, volunteer teachers would have had some kind of international experience themselves, or some teaching experience. Training as a teacher of English as a second language is not a necessity, and orientation sessions for the teachers will be provided. As well, the Centre has a fairly extensive library of printed material on the teaching of English as a second language.

Persons interested in serving as volunteer teachers during the 1974-75 academic year should call the Director of the International Student Centre, Eric McKee, at 928-2184, or the Foreign Student Adviser, Elizabeth Paterson, at 928-2038, as soon as possible. It is hoped that the program will be in full operation by late September.

Raffaella Sponzillo

wins Italian essay contest

Miss Raffaella Sponzillo, a fourth year student in the Department of Italian Studies, has won the first prize of \$200 in the 1974 essay contest of the American Association of Teachers of Italian. The contest is open to students in all American and Canadian universities. Miss Sponzillo's subject was "A Critical Analysis of Luigi Pirandello's *Il fu Mattia Pascal*." Toronto students took first prize in 1972 and second prize in 1973.